



Staff Report

RESOLUTION APPROVING A PROFESSIONAL SERVICES AGREEMENT NOT TO EXCEED \$22,500 WITH PECKHAM & MCKENNEY FOR CITY MANAGER EXECUTIVE RECRUITMENT.

Honorable Mayor and Council Members:

Summary

The attached resolution authorizes an agreement between Peckham & McKenney and the City of Belmont for executive search services for the City Manager position in an amount not to exceed \$22,500.

Background and Discussion

At the January 19, 2010 special meeting Council interviewed four of the eight executive search firms that responded to the City's request for proposals for the City Manager recruitment. After careful consideration and consensus the Council directed staff to enter into a professional services agreement with Peckham & McKenney to conduct the City Manager executive search. Ms. Peckham and her associate Phil McKenney have significant public sector recruitment experience, including several City Manager placements.

The proposal received from Peckham & McKenney describing the scope of services, timeline and cost are attached (Attachment B).

General Plan/Vision Statement

There is no impact to the General Plan/Vision Statement.

Fiscal Impact

The fee for conducting the City Manager recruitment is \$16,000, plus an amount not to exceed \$6,500 in reimbursable expenses (travel, advertising, clerical support, brochure publication, background checks, etc.) for a total cost not to exceed \$22,500.

Public Contact

Posting of City Council Agenda.

Recommendation

It is recommended that the City Council adopt the attached resolution approving the professional services agreement with Peckham & McKenney to conduct an executive recruitment for the City Manager position.

Alternatives

1. Take no action at this time.
2. Provide staff with alternative direction.

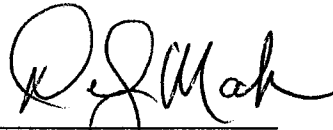
Attachments

- A. Resolution approving professional service agreement with Peckham & McKenney.
- B. Peckham & McKenney City Manager recruitment proposal.

Respectfully submitted,



Corazon M. Dino
Human Resources Director



Don Matter
Acting City Manager

Staff Contact:

Cora Dino, Human Resources Director
(650) 637-2988
cdino@belmont.gov

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELMONT
APPROVING A PROFESSIONAL SERVICES AGREEMENT
NOT TO EXCEED \$22,500 WITH PECKHAM & MCKENNEY FOR
CITY MANAGER EXECUTIVE RECRUITMENT**

WHEREAS, the City Manager retired effective February 5, 2010 resulting in a position vacancy; and,

WHEREAS, City Council has interviewed four executive search firms to conduct the City Manager executive search; and,

WHEREAS, Council has selected Peckham & McKenney to conduct the City Manager recruitment at a fee of \$16,000, plus expenses up to \$6,500, for a total maximum cost of \$22,500,

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Belmont, that the Council does hereby authorize the Human Resources Director to enter into an agreement (Exhibit A), on a form approved by the City Attorney, for professional services with Peckham & McKenney for an amount not to exceed \$22,500.

* * * * *

I hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Belmont at a regular meeting thereof held on February 9, 2010 by the following vote:

AYES, COUNCILMEMBERS: _____

NOES, COUNCILMEMBERS: _____

ABSTAIN, COUNCILMEMBERS: _____

ABSENT, COUNCILMEMBERS: _____

CLERK of the City of Belmont

APPROVED:

MAYOR of the City of Belmont



Executive Search Services

**City Manager
City of Belmont**

November 2009



October 28, 2009

Mayor David Braunstein
and Members of the City Council
c/o Ms. Corazon M. Dino, Human Resources Director
City of Belmont
One Twin Pines Lane, Suite 330
Belmont, CA 94002

Dear Mayor Braunstein and Council Members:

Thank you for the opportunity to express our interest in assisting you in the recruitment of Belmont's next City Manager. We find this search especially attractive, as we have conducted a variety of executive recruitments for the City of Belmont in the past. These searches include the City Manager, Human Resources Director (two searches), Community Development Director, Public Works Director, Police Chief, Senior Civil Engineer and Personnel Analyst. We welcome the opportunity to work with you in this important recruitment.

We realize that other recruitment firms offer similar services. We believe there are **three significant factors that differentiate us from our competition.**

- 1) We **limit the number of search assignments** that we take on at any one point in time allowing us to provide the quality, personal attention that you deserve. This way, neither our clients nor our candidates ever feel "lost in the shuffle." We are only interested in assignments where everyone involved is completely satisfied with the process and the results.
- 2) Rather than "handing off" critical recruitment tasks to junior staff, we take a very personal approach to each and every recruitment process. While we have experienced administrative staff, I **personally conduct all key recruitment components**, including development of the recruitment brochure, outreach calls, interviews, and reference checks. This approach allows for a continuity of process involving the candidates that is unmatched within the industry. We encourage you to visit our web site (www.peckhamandmckenney.com) in order to review testimonials offered to us by our clients and candidates.
- 3) As we enter our sixth year of business as Peckham & McKenney, we realize that we are not your traditional recruiters. We offer a process that has provided an unheard of success rate. Of all our recruitment processes, 93% of our placements are still with their employer. This allows us to offer you an industry leading **Three-Year Placement Guarantee**. If the candidate selected leaves for any reason within three years (except in the event of budgetary

cutbacks or position elimination), we will conduct another process free of professional fees. To the best of our knowledge, this is the strongest guarantee in the industry today.

As your Recruiter, I bring over 22 years' experience in the placement of key executives such as City Managers, County Administrators, Executive Directors, and Department Directors. Currently, I am conducting similar searches for the City Manager, City of Rohnert Park; Assistant City Manager, City of Palo Alto; County Administrator, Yolo County; and City Manager, City of Buellton. Within the past three years, I have personally conducted City Manager searches for the California cities of Novato, St. Helena, Moraga, Hayward, Tracy, Big Bear Lake, Del Mar, Palos Verdes Estates, Martinez, Glendora, Redlands, Redwood City, and Tulare. The national and statewide network of contacts that has been developed on these searches alone will be extremely beneficial in the recruitment of Belmont's next City Manager.

With four of my current recruitments coming to successful completion, I am poised to immediately focus my attention on the recruitment of your next City Manager. If given the opportunity, I look forward to personally meeting with you to present my qualifications and ensure a good fit as your Recruiter. Please feel free to call me toll-free at (866) 912-1919.

Sincerely,

A handwritten signature in cursive script that reads "Bobbi C. Peckham". The signature is written in dark ink and is positioned above the printed name.

Bobbi C. Peckham

Attachment

TABLE OF CONTENTS

INTRODUCTION **1**

Bobbi C. Peckham
Phil McKenney

THE SEARCH PROCESS **3**

Professional Fee and Expenses
Insurance
Placement Guarantee

PROJECT SCHEDULE **5**

CLIENT REFERENCES **6**

RECENT CLIENTS AND EXECUTIVE SEARCHES **7**

All conducted by either Bobbi Peckham or Phil McKenney

INTRODUCTION

Peckham & McKenney provides Executive Search and Consulting services to local government agencies throughout the Western United States and is headquartered in Sacramento, CA, with an office in Lake Tahoe. The firm was established as a partnership in June 2004 by Bobbi Peckham and Phil McKenney and is supported by an experienced administrative staff.

Peckham & McKenney was established on the premise that an executive search and consulting firm must be dedicated to providing its clients and candidates with professional service, as well as a personal, hands-on approach. Our business philosophy centers upon the understanding that this is a "people" related industry and that attention to others' needs is the key to providing effective customer service. Not only are we committed to providing our clients with well-qualified candidates, but we also take pride in treating both our clients and candidates with utmost respect. This commitment has lead to multi-year retainer agreements with a number of agencies, as well as numerous client and candidate testimonials to their experiences with us. We invite you to visit our web site at www.PeckhamAndMcKenney.com.

At Peckham & McKenney, we are committed to local government and sensitive to the challenges and issues faced by our clients. As such, we participate in ICMA's *Friends of the Profession* Program and the Cal-ICMA *Preparing the Next Generation* Committee.

Bobbi C. Peckham

Bobbi Peckham is one of the West Coast's leading local government recruiters and has over 27 years of experience in local government and executive recruitment. Ms. Peckham began her career in the public sector in Naperville, Illinois, where she became familiar with all aspects of local government. Ms. Peckham was then recruited to join the Executive Search practice of a leading California recruitment firm. Later, she played an integral role in creating a national search business for what became the largest recruitment practice serving local government in the country. Here, she became Regional Director overseeing Northern California and a nine-state region.

In 2001, Ms. Peckham was invited to implement a public sector search practice for a Sacramento-based, private sector firm. With its significant success and her outstanding track record on local government placements, she chose to form her own search firm in partnership with Phil McKenney in June 2004. Ms. Peckham has personally conducted hundreds of national searches throughout the Western United States. She has extensive experience working with City Councils, Executive Boards, and local

government administrators, listening to and understanding their needs in executive level placements.

Ms. Peckham received a Bachelor of Science degree in Organizational Behavior from the University of San Francisco. She is a contributing member of the International City/County Management Association, Cal-ICMA, Women Leading Government, Municipal Management Association of Southern California, and Municipal Management Association of Northern California. In addition to serving on Cal-ICMA's *Preparing the Next Generation* Committee, Ms. Peckham was instrumental in writing the ICMA's *Job Hunting Handbook for Local Government Professionals*.

Phil McKenney

Phil McKenney has over 30 years' management experience and is very familiar with local government agencies, having led a county organization and having worked with numerous city governments and special districts.

Mr. McKenney began his career in the resort and hospitality industry and served as General Manager for Mattakesett Properties on the island of Martha's Vineyard. He then relocated to Keystone Resort in Colorado, which is now acknowledged as a premiere all-season resort with special recognition for its level of guest services. Mr. McKenney later took over the helm of the Summit County Chamber of Commerce as their Executive Director. This hybrid-Chamber was the only countywide organization responsible for marketing all of Summit County, Colorado, home to Breckenridge, Keystone, and Copper Mountain resorts. Through his leadership and collaborative style, and working with the cities and county within Summit County, he led the Chamber to being a readily recognized and well-respected organization within Colorado and the Western United States.

Mr. McKenney was then selected by Placer County, California to lead the merger of the North Lake Tahoe Chamber of Commerce and the North Tahoe Visitors and Convention Bureau into the North Lake Tahoe Resort Association. As Executive Director of this new county organization, he represented the Tourism industry for all of North Lake Tahoe. The Resort Association is now a proactive, nationally recognized organization whose model of governance is being replicated in numerous resort communities across the western United States.

Mr. McKenney joined Ms. Peckham in executive recruitment in January 2003 and has since conducted many national recruitments throughout the Western states. Mr. McKenney has an undergraduate degree in Recreation from Slippery Rock State College as well as a Master of Business Administration from the University of Denver.

THE SEARCH PROCESS

While it is our intent to customize the search and project schedule to fit the City of Belmont's specific needs, the search process typically includes the following key actions:

- **Project Organization** – This phase provides for the development of a detailed Candidate Profile. We will meet individually with the Mayor and members of the City Council, as well as others you identify, to discuss the issues and challenges facing the City of Belmont. The desired background and experience, leadership style and personality traits, skills and abilities will be discussed. We will also discuss expected parameters of the search, the search timeline, and schedule future meeting dates. Typically, we devote significant time to this phase of the recruitment in order to become fully knowledgeable of the organization and community. If desired by the Council, we will also meet with staff, the executive management team, Commission members, and residents. In addition, we ask for a tour of the community in order to more fully understand current and future projects as well as gain a stronger familiarity with the community.
- **Recruitment** – Our recruiting efforts will focus on direct and aggressive recruiting of individuals within the search parameters established during the Project Organization phase. We believe direct recruiting produces the most qualified candidates. We know how to identify the "hidden" candidates, including those passive candidates who may be resistant to considering an employment change. In addition, an attractive brochure will be prepared to market the organization and position to potential candidates. Advertisements will be placed in industry publications and websites, and our firm will assume responsibility for presenting your opportunity in an accurate and professional manner. All resumes received will be promptly acknowledged, and we will personally respond to all inquiries.
- **Preliminary Interviews/Recommendation** – As resumes are received, supplemental questionnaires will be sent to candidates who appear to meet the candidate profile. Following the filing deadline and a thorough review of the resumes and questionnaires received, we will conduct preliminary interviews with those individuals most closely matching the candidate profile. Preliminary reference checks will be conducted and a written recommendation of finalists will be personally presented to the Mayor and City Council. Once the City Council has selected finalists for further consideration, all candidates will be notified of their status.
- **Final Interviews/Selection** – During this phase, finalists will be interviewed by the City. We will provide both advice and facilitation assistance during the final interview

process. Interview materials, including suggested interview questions, evaluation and ranking sheets will be provided for the City's convenience.

- **Qualification** – Once the final candidate has been selected, our firm will verify, at your discretion, professional work experience, educational histories, criminal, civil, credit, motor vehicle records, and second "tier" references. This comprehensive process ensures that only the most thoroughly screened candidate is hired. In addition, negotiation assistance will be provided.
- **Follow-Up Meeting** – The commitment we make to our clients continues after placing a successful candidate. Six months after our placement's start date, we will schedule a follow-up meeting or call with the City Council in order to discuss the placement's progress and the Council's satisfaction.

Professional Fee and Expenses

The professional fee for the recruitment of the City Manager is \$16,000. One-third of this fee is due as a retainer upon execution of the agreement. The remainder of the fee will be divided and billed in two separate, monthly invoices.

The proposed project and professional fee includes a series of three scheduled meetings with the City of Belmont; the first to develop the Candidate Profile, the second to recommend finalists, and the third to facilitate finalist interviews. Requested additional meetings will be negotiated and billed accordingly.

The City of Belmont will also be responsible for reimbursement of expenses not to exceed \$6,500. Expenses will be pre-approved and will be billed back at cost. Expenses include out-of-pocket costs associated with advertising, printing, consultant travel, clerical, background checks, telephone, supplies and postage.

Insurance

Peckham & McKenney carries Professional Liability Insurance (\$1,000,000 limit) and Commercial General Liability Insurance (\$1,000,000 General Liability, \$2,000,000 General Aggregate, \$1,000,000 Personal Injury and \$2,000,000 Products).

Placement Guarantee

Our placement record is particularly strong in that 93% of the candidates we have placed within the past five years continue in those positions today. In the unlikely event, however, that a candidate recruited and recommended by our firm leaves your employment for any reason within the first three years (except in the event of budgetary cutbacks or position elimination), we agree to provide a one-time replacement at no additional charge, except expenses.

PROJECT SCHEDULE

This sample schedule anticipates a 14-week process. In today's competitive recruiting environment, our goal is to make the process as efficient and effective as possible.

<u>ACTIVITY</u>	<u>TIME FRAME</u>
I. Project Organization	(Two Weeks)
<ul style="list-style-type: none">• Kick-Off Meeting to discuss Candidate Profile and formalize project schedule• Finalize Candidate Profile with City of Belmont• Develop advertising and recruiting plan• Prepare marketing brochure	
II. Recruitment	(Six Weeks)
<ul style="list-style-type: none">• Identify/recruit individuals within the parameters of the Candidate Profile• Advertise, network, and electronically post in appropriate venues• Respond to all inquiries and acknowledge all resumes received	
III. Preliminary Interviews/Recommendation	(Three Weeks)
<ul style="list-style-type: none">• Review candidates' resumes and supplemental questionnaires• Conduct preliminary interviews with leading candidates• Conduct first-tier reference checks• Present written recommendation of finalists to Mayor and City Council• Notify all candidates of search status	
IV. Final Interviews/Selection	(Two Weeks)
<ul style="list-style-type: none">• Design process and facilitate finalist interviews with City• Mayor and City Council selects candidate	
V. Qualification	(One Week)
<ul style="list-style-type: none">• Conduct background checks and second "tier" references• City conducts site visit to community of selected candidate• Negotiation assistance• Follow-up with City Council and candidate six months after placement.	

RECENT CLIENTS AND EXECUTIVE SEARCHES

Bobbi Peckham and Phil McKenney are proud members of ICMA and adhere to the ICMA Code of Ethics. All recruitments listed herein were personally conducted by either Bobbi Peckham or Phil McKenney.

City/County Manager, Executive Director, and Related

Alameda County Waste Mgt. Authority	Executive Director
American Water Works Assoc., CA/NV Section	Executive Director
Arvada, CO, City of	Deputy City Manager
Ashland, OR, City of	City Administrator (2002 and 2005)
Atherton, City of	Assistant City Manager
Baldwin Park, City of	Chief Executive Officer
Belmont, City of	City Manager
Big Bear Lake, City of	City Manager (1995, 2001 and 2006)
Big Bear Lake, City of	General Manager, Dept. of Water & Power
Big Bear Lake, City of	Asst. General Mgr., Dept. of Water & Power
Buellton, City of	City Manager
California Water Pollution Control Association	Association Manager
Calistoga, City of	City Manager
Carlsbad, City of	Assistant City Manager
Del Mar, City of	City Manager
Delano, City of	City Manager
Douglas County, CO	Deputy County Manager
Durango, CO, City of	City Manager
East Palo Alto, City of	City Manager
Foothills Park & Recreation District, Littleton, CO	Executive Director
Fort Lupton, CO, City of	City Administrator
Gillette, WY, City of	City Administrator
Gilroy, City of	City Administrator
Gilroy, City of	Assistant City Administrator
Glendora, City of	City Manager
Grand Junction, CO, City of	City Manager (2001 and 2006)
Greeley, CO, City of	City Manager
Hayward, City of	City Manager
Hayward, City of	Assistant City Manager
Hesperia, City of	City Manager
Indio, City of	City Manager
King City, City of	City Manager
La Plata County, CO	County Manager
Laramie, WY, City of	City Manager
Mammoth Lakes, Town of	Town Manager
Martinez, City of	City Manager
Midpeninsula Regional Open Space District	General Manager
Midpeninsula Regional Open Space District	Assistant General Manager

Milpitas, City of	City Manager
Monte Vista Water District	General Manager
Moraga, Town of	Town Manager
Mountain Village, CO, Town of	Town Manager
Norco, City of	City Manager
North Lake Tahoe Public Utility District	General Manager (2004 and 2007)
North Lake Tahoe Resort Association	Executive Director
Novato, City of	City Manager
Orange County Fire Authority	Assistant Chief, Business Services
Palos Verdes Estates, City of	City Manager
Park City Municipal Corporation, UT	City Manager
Pleasant Hill, City of	City Manager
Porterville, City of	Deputy City Manager
Public Agency Risk Sharing Authority of CA	General Manager
Redding, City of	City Manager
Redlands, City of	City Manager
Redwood City, City of	City Manager
Sacramento, CA, Crocker Art Museum	Executive Director
San Jose, City of	Executive Director, Historical Museum
San Mateo, County of	County Manager
San Rafael, City of	Assistant City Manager
Sedona, AZ, City of	City Manager
Solvang, City of	City Manager
Snowmass Village, CO, Town of	Town Manager
Springfield, OR, City of	Assistant City Manager
St. Helena, City of	City Manager
Steamboat Springs, CO, City of	City Manager
Steamboat Springs Chamber Resort Assoc., CO	Executive Vice President
Teton County, WY	County Administrator
Tracy, City of	City Manager
Tracy, City of	Assistant City Manager
Truckee, Town of	Town Manager
Tulare, City of	City Manager
Tulare Co. Economic Development Corporation	President
Vail, CO, Town of	Town Manager
Washington County, OR	Director of Health & Human Services
Windsor, CO, Town of	Town Manager
Winter Park, CO, Town of	Town Manager
Winters, City of	City Manager
Yakima Regional Clean Air Authority, WA	Executive Director/Air Pollution Control Officer
Yolo, County of	County Administrator
Yuba, County of	County Administrative Officer

City Attorney/Legal Counsel

Antioch, City of
Archuleta County, CO
Ashland, OR, City of
Burlingame, City of
Hayward, City of
Mountain Village, CO, Town of
Pleasanton, City of
Redding, City of

City Attorney
County Attorney
City Attorney
City Attorney
City Attorney
Town Attorney
City Attorney
Assistant City Attorney

Community Development/Planning/Environmental Services

Ashland, OR, City of
Baldwin Park, City of
Belmont, City of
Beverly Hills, City of
Brookings Economic Development Agency, SD
Corte Madera, Town of
Delano, City of
Delano, City of
Eastern Municipal Water District
Fremont, City of
Fremont, City of
Grand Junction, CO, City of
Hayward, City of
Hayward, City of
Hesperia, City of
Jefferson County, CO
Laguna Niguel, City of
Livermore, City of
Martinez, City of
Mountain Village, CO, Town of
Murrieta, City of
Needles, City of
Novato, City of
Novato, City of
Oceanside, City of
Pasadena, City of
Reno, NV, City of
San Bernardino, City of
San Bruno, City of
San Clemente, City of
San Mateo, City of
San Mateo, City of

Community Development Director
Community Development Director
Community Development Director
Community Development Director
Executive Director
Environmental Services Director
Community Development Director
Economic Development Manager
Director, Development & Customer Services
Deputy Director of Community Development
Deputy Rdvlpmnt Agency Director, Housing
Community Development Director
Community Development Director
Economic Development Manager
Redevelopment Director
Planning & Development Director
Director of Community Development
Economic Development Director
Community Development Director
Dir. Of Community Development & Housing
Development Services Director
City Planner
Community Development Director
Planning Manager
Economic Development Director
Director of Planning & Permitting
Redevelopment Administrator
Business Development Manager
Community Development Director
Econo. Development & Housing Director
Planning Manager
Building Official

San Pablo, City of
San Pablo, City of
San Rafael, City of
County of Santa Clara, San Jose, CA
Seaside, City of
Seaside, City of
Teton County, CO
Vail, CO, Town of
Washington County, OR
Winters, City of

Development Services Director
Planning Manager
Community Development Director
Director, Dept. of Planning & Development
Sr. Planning Services Manager
Redevelopment Services Manager
Planning & Development Director
Director of Community Development
Land Development Services Manager
Community Development Director

Library Director and Related

Hayward, City of
Huntington Beach, City of
Mountain View, City of
Oceanside, City of
Orange, City of
Pleasanton, City of
Sacramento Public Library
Torrance, City of

Library Director
Library Director
Library Director
Library Director
City Librarian
Library Services Director
Library Director
Cultural Arts Administrator

Parks & Recreation

Foothills Park & Rec. District, CO
Los Altos, City of
North Clackamas County, OR
Novato, City of
Pacifica, City of
Pleasanton, City of
Pleasanton, City of
Reno, NV, City of
Rialto, City of
Tracy, City of
Vacaville, City of
West Sacramento, City of

Executive Director
Recreation Director
Parks & Recreation Director
Depty Director, Parks Rec. & Comm. Svcs.
Dir. Of Parks, Beaches & Recreation
Community Services Manager
Director of Parks & Community Svcs.
Director of Parks & Recreation
Parks & Community Services Director
Parks & Community Services Director
Director of Community Services
Parks & Community Services Director

Public Works/Engineering and Related

Ashland, OR, City of
Belmont, City of
Belmont, City of
Big Bear Lake, City of
Campbell, City of
Campbell, City of
Carlsbad, City of
Chino Basin Municipal Water District

Public Works Director
Public Works Director
Senior Civil Engineer
City Engineer
City Engineer
Associate Civil Engineer
Deputy Public Works Director
Manager of Planning & Engineering

Delta Diablo Sanitary District
Fremont, City of
Gilroy, City of
Greeley, CO, City of
Greenfield, City of
Hayward, City of
Jefferson County, Golden, CO
Marin Municipal Water District
Oceanside, City of
Orange County Fire Authority, CA
Orange County Fire Authority, CA
Reno, NV, City of
Sacramento County, CA
San Jose, City of
San Luis Obispo, City of
Santa Paula, City of
Steamboat Springs, CO, City of
Yorba Linda, City of

Senior Engineer
Manager of Maintenance Operations
Building Field Services Manager
Public Works Director
Public Works Director
Director of Public Works
Airport Manager
Environmental Resources Division Manager
Community Services Director
Fleet Manager
Property Manager
Fleet Manager
Associate Civil Engineer
General Services Director
Public Works Director
Public Works Director
Public Works Director
Field Services Supervisor

Human Resources/Personnel

AC Transit District
Azusa, City of
Belmont, City of
Belmont, City of
Brookings, SD, City of
Contra Costa Water District
Delta Diablo Sanitation District
Douglas County, CO
East Bay Regional Park District
Glendale, AZ, City of
Hayward, City of
Jefferson County, CO
Las Vegas Metropolitan Police Department, NV
Midpeninsula Regional Open Space District
Mountain View, City of
Oceanside, City of
Orange County Fire Authority, CA
Palm Desert, City of
Porterville, City of
Redwood City, City of
San Bruno, City of
San Rafael, City of
Seaside, City of
Southern CA Association of Governments

Human Resources Manager
Human Resources Director
Human Resources Director
Personnel Analyst
Director of Human Resources
Human Resources Manager
Personnel Officer
Human Services Director
Personnel Director
Personnel Director
Human Resources Director
Human Resources Director (2 searches)
Director, Selection & Classification
Administration/Human Resources Director
Director of Employee Services
Personnel Director
Human Resources Director
Human Resources Manager
Administrative Services Manager
Human Resources Director
Human Resources Director
Human Resources Director
Personnel Services Manager
Human Resources Manager

Finance Director/Controller/Treasurer

Alameda County, CA	Finance Director
Alhambra, City of	Finance Director
American Canyon, City of	Finance Director
Antioch, City of	Finance Director
Arvada, CO, City of	Director of Finance
Atherton, City of	Finance Director
Azusa, City of	Director of Finance
Brisbane, City of	Finance Director
Burbank, City of	Finance Director
Claremont, City of	Finance Director
Contra Costa Water District	Finance Director
Dublin, City of	Administrative Services Director
Durango, CO, City of	Finance Director
East Bay Regional Park District	Controller
Emeryville, City of	Finance Director
Goodwill Industries of San Joaquin Valley	Finance Director/Controller
Gonzales, City of	Finance Director
Hayward, City of	Finance Director
La Quinta, City of	Finance Director
Long Beach, City of	City Treasurer
Marin Municipal Water District	Auditor/Controller
Menlo Park, City of	Financial Services Manager
Milpitas, City of	Finance Director
Modesto, City of	Director of Finance
Monterey, City of	Finance Director
Morgan Hill, City of	Finance Director
Needles, City of	Finance Director
Oakland, City of	Budget Director
Orange County Fire Authority	Assistant Chief, Business Services
Orange County Fire Authority	Financial Services Manager
Orange County Fire Authority	Treasurer (2000 and 2004)
Oxnard, City of	Finance Director
Pasadena, City of	Controller
Pasadena, City of	Accounting Manager
Porterville, City of	Administrative Services Manager
Rancho Cordova, City of	Assistant Finance Director
Reno, NV, City of	Finance Director
San Diego County Water Authority	Investment Analyst
Santa Clarita, City of	Finance Manager
Santa Cruz, City of	Finance Director
Seaside, City of	Financial Services Manager
Steamboat Springs, CO, City of	Finance Director
Union City, City of	Finance Director

Ventura, City of
Visalia, City of
Washington County, OR
Western Municipal Water District
Winter Park, CO, City of
Yorba Linda, City of

Treasury Manager
Finance Director
Finance Director
Finance Director
Finance Director
Finance Director

Public Safety/Law Enforcement

Antioch, City of
Atherton, City of
Baldwin Park, City of
Belmont, City of
Clayton, City of
Gilroy, City of
Hayward, City of
Livermore, City of
Los Altos, City of
Menlo Park, City of
Milpitas, City of
Modesto, City of
Oceanside, City of
Porterville, City of
Redondo Beach, City of
Riverton, WY, City of
Santa Monica, City of
Vail, CO, Town of
West Covina, City of

Police Chief
Police Chief
Police Chief
Police Chief
Police Chief
Fire Chief
Fire Chief
Fire Chief
Police Captain
Police Chief
Police Chief
Fire Chief
Police Captain
Chief of Police
Communications Manager
Police Chief
Police Chief
Fire Chief
Fire Chief

City/County Clerk

Alameda County, CA
Berkeley, City of
Dana Point, City of
Hayward, City of
Oceanside, City of
Menlo Park, City of
Monterey, City of
Mountain View, City of
Sacramento, City of
San Jose, City of
San Luis Obispo, City of
Santa Cruz, City of

Clerk of the Board
City Clerk
City Clerk
City Clerk
Public Information Officer
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk
City Clerk